

2011 Military Health System Conference

Air Force Mental Health Staffing

Where We Were, Where We Are, and Where We Are Going

The Quadruple Aim: Working Together, Achieving Success

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Air Force Medical Operations
Agency

Where We Were (and are)



- No AF approved manpower standard for MH
 - AF Manpower Agency is lead agent
 - AF/SG provides input
 - Product Line Analysis & Transformation Team
 - Systematic manpower modeling method using standardized data and external benchmarking
 - Medical Annual Planning & Programming Guidance
 - Annual review to direct POM development
 - Behavioral Health Optimization Program (BHOP) manpower “out of hide” from MH clinics

Where We Are (Active duty)



Active Duty	Authorized	Assigned (% filled)	AD Specialty: AD Pop. (authorizations)
Psychiatry	133	141 (106%)	1 : 2,479
Clinical Psychology	254	211 (83%)	1 : 1,298
Clinical Social Work	202	220 (108%)	1 : 1,632
Mental Health Nurse	33	29 (88%)	1 : 9,993
Psych Nurse Pract.	13	14 (108%)	1 : 25,368
Mental Health Tech.	729	804 (110%)	1 : 452
<i>Subtotals</i>	1,364	1,419 (103%)	1 : 232

As of 17 Dec 2010

AF Pop = 329,789

Source: AFPC Retrieval Applications Website

Where We Are (AD & Civ)



Civilian/Contract Specialist	AD Auth	Civ/Contractor Auth	Total	TF Specialty: AD Pop. (authorizations)
Psychiatry	133	16	149	1 : 2,213
Clinical Psychology	254	129	383	1 : 861
Clinical Social Work	202	206	408	1 : 808
Mental Health Nurse	33	59	92	1 : 3,140
Psych Nurse Pract.	13	0	13	1 : 25,368
MH Technician	729	97	826	1 : 399
<i>Subtotals</i>	1364	507	1,871	1 : 176

As of 17 Dec 2010
 AF Pop = 329,789
 Source: AFPC Retrieval Applications
 Modified

Where We Are



- Centrally Contracted Support
 - 96 contracted providers to offset DPH role and for integrated primary care svcs (BHOP)
 - Currently running BHOP at 46 MTFs
 - Time limited (contracted through FY13)
- Impact of Deployment
 - MH only AFMS area deploying at 2-1 Dwell
 - 50 rotational deployments
 - Big impact for small MTFs & training

Where We Are Going



- NDAA Section 714 – Add 25% AD
 - PHRAMS model + consultant input used to determine manpower mix

	PHRAMS Recommendation	Proposed Change
Psychiatry	+155	+18
Psychology	+97	+31
Social Work	+222	+79
Psych NP	-2	+27
Psych Nurse	+61	+15
MH Technician	+85	+169

Where We Are Going



- Augmentation laid out through FY16
- Recruitment and Accession
 - New pays authorized for Mental Health
 - Increase recruiting requirements over time
 - Increase HPSP/HPLRP scholarships
 - Investigate additional residency locations

Where We Are Going



- AF/SG provided contractors to AFMA to develop MH manpower standards
- AF and PHRAMS
 - To date has been used as an analysis tool in combination with other data and input
 - AFMA needs to validate and approve before it can be used as a manpower model